

LEGISLATION

UNITED KINGDOM

Armed Forces Act 1996	National Minimum Wage Act 1998
Anti-terrorism, Crime and Security Act 2001	Northern Ireland Constitution Act 1973
Civil Partnership Act 2004	Northern Ireland Act 1998
Courts and Legal Services Act 1990	Parliamentary Commissioner (Northern Ireland) Act 1969
Disability Discrimination Act 1995	Pensions Act 1995
Disability Discrimination Act 2005	Prevention of Incitement to Hatred (Northern Ireland) Act 1970
Disability Rights Commission Act 1999	Protection from Harassment Act 1997
Employment Act 1989	Public Order Act 1986
Employment Act 1990	Race Relations Act 1976
Employment Act 2002	Race Relations (Remedies) Act 1994
Employment Protection Act 1975	Race Relations (Amendment) Act 2000
Employment Relations Act 1999	Sex Discrimination Act 1975
Employment Rights Act 1996	
Equal Pay Act 1970	
Equality Act 2006	
Fair Employment (Northern Ireland) Act 1989	Sex Discrimination Act 1986
Female Genital Mutilation Act 2003	Special Educational Needs and Disability Act 2001
Gender Recognition Act 2004	Trade Union Reform and Employment Rights Act 1993
Health and Safety Act 1974	Welsh Language Act 1993
Human Rights Act 1998	
Local Government Act 1988	
Local Government Act 1992	
Local Government and Housing Act 1989	

Statutory Instruments

Disability Discrimination (Educational Institutions) (Alteration of Leasehold Premises) Regulations 2005

Disability Discrimination (Providers of Services) (Adjustment of Premises) Regulations 2001

Disability Discrimination (Providers of Services) (Adjustment of Premises) (Amendment) Regulations 2005

Disability Discrimination (Questions and Replies) Order 2004/1168

Disability Discrimination Codes of Practice (Employment and Trades Organisations) Revocation Order 2004/2300

Disability Discrimination (Abolition of District Advisory Committees) Order (Northern Ireland) 1998, SR 1998/230

Disability Discrimination (Meaning of Disability) Regulations 1996, SI 1996/1455
Disability Discrimination (Description of Insurance Services) Regulations 1999, SI 1999/2114
Disability Discrimination (Employment) Regulations 1996, SI 1996/1456
Disability Discrimination (Questions and Replies Order) 1996, SI 1996/2793
Disability Discrimination Act 1995 (Amendment) Regulations 2003
Disability Discrimination Act 1995 (Pensions) Regulations 2003
Disability Discrimination (Employment Field) (Leasehold Premises) Regulations 2004
Disability Rights Commission (Time Limits) Regulations 2000, SI 2000/879
Employment Equality (Religion or Belief) (Amendment) Regulations 2004
Employment Equality (Religion or Belief) Regulations 2003 (Amendment) (No 2) 2004/2520
Employment Equality (Sexual Orientation) Regulations 2003 (Amendment) Regulations
2004/2519
Employment Equality (Religion or Belief) Regulations 2003
Employment Equality (Sexual Orientation) Regulations 2003
Employment Equality (Sexual Orientation) Regulations (Northern Ireland) 2003
Employment Equality (Age) Regulations 2006
Employment Protection (Part-time Employees) Regulations, SI 1995/31
Equal Opportunities (Employment Legislation) (Territorial Limits) Regulations 1999, SI
1999/3163
Equal Opportunities (Employment Legislation) (Territorial Limits) Regulations (Northern Ireland)
2000, SR 2000/8
Equal Pay (Complaints to Employment Tribunals (Armed Forces) Regulations 1997, SI
1997/2162
Equal Pay (Complaints to Employment Tribunals (Armed Forces) Regulations 1997, SR
1998/105
Equal Pay (Questions and Replies) Order 2003
Equal Pay Act 1970 (Amendment) Regulations 2003
Equal Pay Act 1970 (Amendment) Regulations 2004/2352
Equal Pay Act (Northern Ireland) 1970 as amended
Equality (Disability etc) (Northern Ireland) Order 2000
Employment Rights (Dispute Resolution) (Northern Ireland) Order 1998, SI 1265 (NI 8)
Employment Tribunals (Constitution and Rules of Procedure) Regulations 1993, SI 1993/2687
Employment Tribunals (Constitution and Rules of Procedure) (Scotland) Regulations 1993, SI
1993/2688
Employment Tribunals (Interest on Awards in Discrimination Cases) Regulations 1996, SI
1996/2803
Fair Employment and Treatment (Northern Ireland) Order 1998, SI 3162 (NI 21)
Flexible Working (Eligibility, Complaints and Remedies) Regulations 2002, SI 2002/3236
Flexible Working (Procedural Requirements) Regulations 2002, SI 2002/3207
Gender Recognition (Disclosure of Information) (England, Wales and Northern Ireland) Order
2005
Gender Recognition Register Regulations 2005-912
Maternity Allowance and Statutory Maternity Pay Regulations 1994, SI 1994/1230
Maternity and Parental Leave Regulations 1999, SI 1999 No. 3312
Northern Ireland Act Tribunal (Procedure) Rules 1999, SI 1999/2131
Occupational Pension Schemes (Equal Access to Membership) Regulations 1995, SI 1995/1215

Occupational Pension Schemes (Equal Treatment) Regulations 1995, SI 1995/3183
Part-time Workers (Prevention of Less Favourable Treatment) Regulations 2000, SI 2000/1551
Paternity and Adoption Leave Regulations 2002, SI 2002/2788
Race Relations (Complaints to Employment Tribunals) (Armed Forces) Regulations 1997, SI 1997/2161
Race Relations (Complaints to Employment Tribunals) (Armed Forces) Regulations (Northern Ireland) 1998, SR 104
Race Relations (Formal Investigations) Regulations 1977, SI 1977/841
Race Relations (Northern Ireland) Order 1997, SI 869 (NI 6)
Race Relations (Prescribed Public Bodies) Regulations (Northern Ireland) 1998, SR 4
Race Relations (Questions and Replies) Order 1977, SI 1977/842
Race Relations Act 1976 (General Statutory Duty) Order 2004/3127
Race Relations Act 1976 (Amendment) Regulations 2003
Race Relations Act 1976 (General Statutory Duties) Order 2003
Race Relations Act 1976 (Seaman Recruited Abroad) Order 2003
Race Relations Act 1976 (Statutory Duties) Order 2001, SI 2001/3458
Race Relations Act 1976 (Statutory Duties) (Scotland) Order 2002, SSI 2002/62
Sex Discrimination (Northern Ireland) Order 1976, No. 1042 (NI 15)
Sex Discrimination (Amendment) Order 1988 SI 249
Sex Discrimination (Complaints to Industrial Tribunals) (Armed Forces) Regulations 1997 SI 2163
Sex Discrimination (Complaints to industrial Tribunals) (Armed Forces) Regulations (Northern Ireland) 1998 SR 106
Sex Discrimination (Formal Investigations) Regulations 1975, SI 1975/1993
Sex Discrimination (Gender Reassignment) Regulations 1999, SI 1102
Sex Discrimination (Gender Reassignment) Regulations (Northern Ireland) 1999, SR 1999/311
Sex Discrimination and Equal Pay (Miscellaneous Amendments) Regulations 1996 SI 4380
Sex Discrimination and Equal Pay (Remedies) Regulations 1993
Sex Discrimination (Questions and Replies) Order 1975 SI 1975/2048
Sex Discrimination Act 1975 (Exemption of Special Treatment for Lone Parents) Order 1989, SI 1989/2140
Sex Discrimination Act 1975 (Exemption of Special Treatment for Lone Parents) Order 1991, SI 1991/2813
Sex Discrimination Act 1975 (Amendment) Regulations 2003
Special Educational Needs and Disability (Northern Ireland) Order 2005
Statutory Maternity Pay (General) and the Statutory Paternity Pay and Statutory Adoption Pay (General) (Amendment) Regulations 2005
Statutory Maternity Pay (Compensation of Employers) and Miscellaneous Amendment Regulations 1994, SI 1994/1882
Statutory Paternity Pay and Statutory Adoption Pay (Amendment) Regulations 2004
Statutory Paternity Pay and Statutory Adoption Pay (Administration) Regulations 2002, SI 2002/2820
Statutory Paternity Pay and Statutory Adoption Pay (General) Regulations 2002, SI 2002/2822
Statutory Paternity Pay and Statutory Adoption Pay (Weekly Rates) Regulations 2002, SI 2002/2818
Transfer of Undertaking (Protection of Employment) Regulations 1981, SI 1981/1794

European Community Directives

- Council Directive 75/117/EEC on the approximation of the laws of the member states relating to the application of principle of equal pay for men and women
- Council Directive 76/207/EEC on the implementation of the principle of equal treatment for men and women as regards access to employment, vocational training and promotion and working conditions
- Council Directive 77/187/EEC on the approximation of the laws of the Member States relating to the safeguarding of employees' rights in the event of transfer of undertakings or business
- Council directive 79/7/EEC on the progressive implementation of the principle of equal treatment between men and women in matters of social security
- Council Directive 86/378/EEC on the implementation of the principle of equal treatment of men and women in occupational social security schemes
- Council Recommendation 86/378/EEC on the employment of disabled people in the community
- Commission Recommendation 91/131/EEC and Code of Practice on the protection of the dignity of men and women at work
- Council Directive 92/85/EEC on the introduction of measures to encourage improvements in the safety and health of pregnant workers who have recently given birth or are breastfeeding
- Council directive 96/34/EC on the framework agreement on parental leave concluded by UNICE, CEEP and the ETUC
- Council Directive 97/75/EC amending extending to the United Kingdom of Great Britain and Northern Ireland, Directive 96/35/EC on the framework agreement on parental leave concluded by UNICE, CEEP AND ETUC
- Council Directive 97/80/EC on the burden of proof in cases of discrimination based on sex
- Council Directive 98/52/EC on the extension of Directive 97/80/EC on the burden of proof in cases of discrimination based on sex to the United Kingdom of Great Britain and Northern Ireland
- EC Directive 2000/43/EC implementing the principle of equal treatment between persons irrespective of racial or ethnic origin
- EC Directive 2000/78/EC establishing a general framework for equal treatment in employment and occupation
- EC Directive 2002/73/EC amending directive 76/207/EEC on the implementation of the principle of equal treatment for men and women as regards access to employment, vocational training and promotion and working conditions
- EC Directive 2004/113/EC implementing the principle of equal treatment between men and women in the access to and supply of goods and services

Statutory Codes of Practice

- Commission for Racial Equality Statutory Code of Practice on racial equality in employment (2005)
- Commission for Racial Equality Rented Housing Code of Practice
- Commission for Racial Equality Owner-occupied Housing Code of Practice
- Commission for Racial Equality for Northern Ireland: Code of Practice for the elimination of discrimination and the promotion of equality of opportunity in employment
- Commission for Racial Equality: Code of Practice on the Duty to promote Racial Equality, 2002

DRC Code of Practice on the Disability Equality Duty (England and Wales) 2005
DRC Code of Practice on the Disability Equality Duty (Scotland) 2006.
DRC Code of Practice on Employment and Occupation, 2004
DRC Code of Practice for Trade Organisations and Qualifications Bodies, 2004
DRC Code of Practice: Rights of Access – Goods, Facilities, Services and Premises, 2002
DRC Code of Practice for Schools, 2002
DRC Code of Practice for providers of post 16 education and selected services, 2002
Equal Opportunities Commission: Code of Practice on sex discrimination: equal opportunity
policies, procedures and practices in employment (1985)
Equal Opportunities Commission for Northern Ireland: Code of Practice for removing sex bias
from recruitment and selection (1995)
Equal Opportunities Commission: Code of Practice on equal pay (2002)

Non-Statutory Codes of Practice

ACAS Guidance on Religion or Belief and the Workplace
ACAS Guidance on Sexual Orientation and the Workplace
Code of practice on age diversity in employment (1999)
Code of Practice: for all employers on the avoidance of race discrimination in recruitment
practice while seeking to prevent illegal working. (2001)
Commission for Racial Equality Code of Practice for the elimination of racial discrimination in
education
DRC Guidance on matters to be taken into account in determining questions relating to the
definition of disability